

Sheriff McGuffey

1

AUDIO RECORDING

Sheriff McGuffey

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1 SHERIFF MCGUFFEY: Yeah, we
2 didn't get big enough chairs.

3 DEPUTY DAVIS: That's all right.

4 CHIEF DEPUTY GRAMKE: These are
5 wider than -- I did try.

6 SHERIFF MCGUFFEY: And these are
7 normally wide, yeah, they're normally wide,
8 right.

9 CHIEF DEPUTY GRAMKE: Unlike
10 the -- the -- take your radio off.

11 DEPUTY DAVIS: I'm all right.

12 CHIEF DEPUTY GRAMKE: All right.

13 DEPUTY DAVIS: I would also say
14 I probably used to fit in this, but --

15 SHERIFF MCGUFFEY: Well, Jason,
16 the Chief tells me that you wanted to come in
17 and talk a little bit about your future with
18 the department.

19 DEPUTY DAVIS: Yes.

20 SHERIFF MCGUFFEY: And, you
21 know, what you can look forward to and that
22 kind of thing. And I was, you know, very --
23 looking forward to talking to you, you know.
24 I don't get to talk to -- we don't get to
25 talk to guys sometimes, you know, just

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1 because we're so darn busy going back and
2 forth and --

3 DEPUTY DAVIS: Oh, yeah.

4 SHERIFF MCGUFFEY: -- that sort
5 of thing. So tell me -- first of all, let me
6 get kind of a picture of what you've been
7 doing. So start from just, real quick, the
8 beginning. You were in the jail and --

9 DEPUTY DAVIS: Twelve -- twelve
10 years in the jail.

11 SHERIFF MCGUFFEY: Yeah.

12 DEPUTY DAVIS: I finally got
13 promoted to patrol.

14 SHERIFF MCGUFFEY: When was
15 that?

16 DEPUTY DAVIS: 2014.

17 SHERIFF MCGUFFEY: Um-huh.
18 Okay.

19 DEPUTY DAVIS: I've been up
20 there. FTO, the heavy weapons, what do we
21 call that now, the rifle unit.

22 SHERIFF MCGUFFEY: Okay.

23 CHIEF DEPUTY GRAMKE:

24 (Inaudible.)

25 DEPUTY DAVIS: Pro rifle unit.

Sheriff McGuffey

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1 I've just gone through a lot of training on
2 my dime. I worked through the county. I
3 just tried to better myself.

4 SHERIFF MCGUFFEY: Uh-huh.

5 DEPUTY DAVIS: I'm out in
6 Anderson, District 5, on nights still.

7 SHERIFF MCGUFFEY: Okay.

8 DEPUTY DAVIS: So I did a
9 little --

10 SHERIFF MCGUFFEY: Is that your
11 choice, nights, or is that --

12 DEPUTY DAVIS: Yeah, I did a
13 little stint on dayshift. I just -- I'm not
14 a dayshift person.

15 SHERIFF MCGUFFEY: Okay. Sure.
16 You know, everybody has a different --

17 DEPUTY DAVIS: You do more
18 police work on nightshift. Dayshift you're
19 chasing the radio or doing paper.

20 SHERIFF MCGUFFEY: (Inaudible.)

21 DEPUTY DAVIS: You get to do a
22 little more -- a little more actual police
23 work on nightshift and that's what I like. I
24 still like getting in the cars and, you
25 know --

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1 SHERIFF MCGUFFEY: Sure.

2 DEPUTY DAVIS: -- digging and
3 roadside interviews and all of the
4 interdiction stuff. That's, like, my
5 specialty.

6 SHERIFF MCGUFFEY: Uh-huh.
7 Okay. So how long have you been doing that
8 now? So how many years? Let's see, since
9 '14.

10 DEPUTY DAVIS: I've got 21 years
11 in.

12 SHERIFF MCGUFFEY: All right.

13 DEPUTY DAVIS: So about eight
14 years. About eight.

15 SHERIFF MCGUFFEY: Okay. All
16 right. So you went out right after I was the
17 major over there, because I remember you in
18 the jail and then you went out onto the road?

19 DEPUTY DAVIS: Yes.

20 SHERIFF MCGUFFEY: Jim Neil.

21 DEPUTY DAVIS: Uh-huh.

22 SHERIFF MCGUFFEY: Okay. Got
23 it. All right. Well, what's your questions?

24 DEPUTY DAVIS: So, basically,
25 you know, rumor mill. So there was -- I

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1 didn't get picked for the last RENU position
2 and --

3 SHERIFF MCGUFFEY: Did or did
4 not?

5 DEPUTY DAVIS: Did not.

6 SHERIFF MCGUFFEY: Okay, did
7 not.

8 DEPUTY DAVIS: And then there
9 was the corporal exam that came up -- or the
10 corporal's list. I'm next on that and there
11 was rumors based on that as well. So I was
12 just trying to clarify, you know, what
13 exactly am I doing wrong in order to be not
14 picked for RENU and then the rumor now is
15 that I'm being picked over on the corporal's
16 thing as well. So that's why I was, like,
17 okay, I need to find out what I'm doing
18 wrong.

19 SHERIFF MCGUFFEY: So let me
20 back up a moment. So you took the corporal's
21 test; is that right?

22 DEPUTY DAVIS: Yes.

23 SHERIFF MCGUFFEY: And then
24 where are we with corporal positions? Have
25 we promoted or (inaudible) on the list?

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1 CHIEF DEPUTY GRAMKE: Oh, yeah,
2 they're promoted. I don't know where we are
3 on that.

4 SHERIFF MCGUFFEY: Okay. All
5 right. Are you on the list, obviously?

6 CHIEF DEPUTY GRAMKE: He's next.

7 DEPUTY DAVIS: Yes, I'm next.

8 CHIEF DEPUTY GRAMKE: You're
9 next on the list. Okay. But you're hearing
10 ahead of time --

11 DEPUTY DAVIS: For that, yes.
12 Yes.

13 SHERIFF MCGUFFEY: -- that
14 that's not going to happen for you?

15 DEPUTY DAVIS: Yes.

16 SHERIFF MCGUFFEY: Okay. But
17 we -- are we selecting any corporals?

18 CHIEF DEPUTY GRAMKE: Not -- I
19 don't think we have any need right now.

20 SHERIFF MCGUFFEY: Okay. All
21 right.

22 CHIEF DEPUTY GRAMKE: The way
23 that happened is, we usually need a patrol
24 corporal and what notably happens is, there's
25 five RENU guys and the traffic guy and the

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1 people that are already making corporal pay.

2 DEPUTY DAVIS: Yeah.

3 CHIEF DEPUTY GRAMKE: So to get
4 to somebody that we have on the street
5 with two stripes we usually promote seven or
6 eight people, because they're all based on
7 different --

8 DEPUTY DAVIS: And I get that.
9 That's what you guys did the last time, you
10 know. They're already making corporal's pay.
11 You needed a corporal for the road. I
12 totally get that. It's just, like I said,
13 after the -- being told that, hey, you know,
14 you're coming down to RENU. You know, here's
15 your start date. We're going to assign you
16 cases. And then I get a phone call that
17 you're not coming. And the rumors started
18 and trying to figure out why or what did I do
19 in order to not get picked. And then, on top
20 of that, the rumor mill started with the
21 whole being skipped, the corporal thing. I
22 was like, all right, I need to figure out
23 what -- you know, if I'm doing something
24 wrong or it's just straight just rumor mill.

25 CHIEF DEPUTY GRAMKE: So I can

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1 tell you that I squashed you going to RENU.

2 DEPUTY DAVIS: Okay.

3 CHIEF DEPUTY GRAMKE: Okay? And
4 that was due to some Facebook things between
5 you and your wife and things that you said
6 and did some time ago.

7 DEPUTY DAVIS: We?

8 CHIEF DEPUTY GRAMKE: You put
9 something about a football game. It would
10 have been nice if we would have been to a
11 football, something about that. Your wife
12 has made numerous comments to the crazy woman
13 on Facebook. There's been --

14 SHERIFF MCGUFFEY: Carolyn
15 Adams.

16 CHIEF DEPUTY GRAMKE: Whatever.
17 You know, the crazy person.

18 SHERIFF MCGUFFEY: Yes. Okay.
19 Go ahead.

20 CHIEF DEPUTY GRAMKE: So, no,
21 that was -- that was what it was. That was
22 why you didn't get it.

23 DEPUTY DAVIS: Okay. Fair
24 enough. Well, I did voice my displeasures
25 with the football game. I really -- it hurt

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1 that I got no support from our department
2 after all of the work I put into it and all I
3 got was a thank you on a messenger. Now --

4 CHIEF DEPUTY GRAMKE: Do you
5 know none of us knew about it?

6 DEPUTY DAVIS: I reached out
7 and -- to you, this -- the media lady, sent
8 her all of the info. My time on Fox News
9 promoting the game and our department.

10 CHIEF DEPUTY GRAMKE: Do you
11 know how busy we've been? Do you know what
12 we've had to overcome? We were dealt the
13 worse hand possible. This jail is falling
14 apart. We didn't have enough people to run
15 patrol. We didn't have enough people in the
16 jail. We have been killing ourselves for two
17 years to try to turn this thing around. If
18 we didn't know about it we were probably busy
19 as hell. I don't remember what we were
20 doing, but I'm killing myself, she's killing
21 herself, to try to turn this thing around.

22 DEPUTY DAVIS: Right. Well, I'm
23 not saying you two in general, but -- now
24 this past year I did the military -- tribute
25 to our military and Kettelman took the ball

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1 for that and I did get a lot of support. It
2 was posted on our internet. And it turned
3 out awesome. I mean, it was great. It's
4 just when I did the -- Remember the Fallen,
5 you know, Adams -- McMillian's mom coming in
6 early to present the trophy, Grant's
7 grandmother showed up, Brewer from Clermont
8 County, the wife and son showed up to present
9 trophies. I mean, it was just a lot of work
10 for me and when I reached out I got nothing
11 in reply except for thank you. And I was
12 just, like, well, a little support.

13 You know, I don't do anything, I
14 don't think, to put a blemish on our
15 department. I mean, if anything, I think I
16 put it in a great light. You know, I've
17 never talked bad about it.

18 CHIEF DEPUTY GRAMKE: Well,
19 challenging us -- challenging us on
20 Facebook -- challenging the administration on
21 Facebook and then having your wife converse
22 with a crazy person that makes lies up --
23 have you looked at the stuff that she writes
24 about her? Have you seen the crazy stuff
25 that she writes, the terrible things, the

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1 vicious -- if that was your mom, if that was
2 your wife, if that was your sister, how would
3 you feel about that? I don't -- well, here's
4 the thing, you know, the Sheriff doesn't know
5 about this stuff because we -- you know, she
6 doesn't have time for that bullshit.

7 DEPUTY DAVIS: Right.

8 CHIEF DEPUTY GRAMKE: But other
9 people see it, okay? And so, basically, if
10 you're -- you know, I mean, it's basically
11 flying the finger at us. You know, that's
12 what it looked like, Jason.

13 DEPUTY DAVIS: I mean, I get
14 that, but that's my wife's opinion. That has
15 no bearing on me whatsoever. She's her own
16 person. I mean, I don't, you know, monitor
17 what she does. I just --

18 SHERIFF MCGUFFEY: Well, let me
19 just put it in perspective for you. And the
20 Chief used the example of wife, sister, et
21 cetera. I'm the boss.

22 DEPUTY DAVIS: Yes.

23 SHERIFF MCGUFFEY: I'm the
24 Sheriff. And I've got to tell you, you know,
25 I came up under Sheriff Leis, around 26

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1 years, and I worked very closely with him. I
2 ran some of his most prized programs. Okay.
3 And, you know, if there was any kind of
4 Facebook thing going around like that about
5 Simon Leis when I worked for him I would have
6 done my best to squash it. I would have done
7 my best to kill it. I would have certainly
8 never participated in it. Because you
9 respect the boss, you know. I mean, I
10 wouldn't have done it under Jim Neil.

11 Now, here's the thing, you know,
12 I get that your wife is, you know, she's her
13 own person. She has every right to say, do
14 whatever she likes. I don't hold it
15 personally against her, but I'll give you an
16 example. When I was working for Sheriff Leis
17 there was an officer who worked here who had
18 been, you know, a long-time kind of family
19 friend, et cetera, and she needed a place to
20 stay and so I said, well, you know, I have a
21 full basement and everything, you can stay
22 there for a little while. Well, she stopped
23 coming to work. And I said, you know what,
24 you can't live here if you don't go to work.
25 You just can't. She wasn't even -- I wasn't

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1 married to her. She wasn't related to me. I
2 just said, look, I am not going to be
3 associated with someone who doesn't do their
4 job. You can't be that closely associated
5 with me and not come to work. And, you know,
6 I hope you have a good life and everything,
7 but you can't live here if you're going to do
8 that. And because -- and the reason I did
9 that is because that reflects upon me, you
10 know. She's in my house. She's just a
11 roommate. I mean, she's nobody to me close,
12 but I was not going to let someone be around
13 me who would reflect negatively on me in any
14 way because that's not the way I run my life.

15 And, you know, I think that, as
16 much as your wife is -- she wants to be her
17 own person, hey, I applaud that, you know.
18 Then there is an accountability, because you
19 guys are associated. You're working for us.
20 The likelihood is that information she
21 receives about this department probably comes
22 from you. I mean, you know, when you come
23 home --

24 DEPUTY DAVIS: No.

25 SHERIFF MCGUFFEY: -- as a

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1 husband and wife or as a roommate or as
2 anybody that's living in your same domicile
3 you are going to share information. That's
4 just -- it's normal. We all do it. You're
5 going to come home, you're going to say, oh,
6 this or that or it doesn't have to be even
7 negative, you know, I'm not saying that, but
8 those are things that -- and then you go to
9 RENU and RENU is a very specialized,
10 secretive --

11 DEPUTY DAVIS: Right.

12 SHERIFF MCGUFFEY: You know. I
13 mean, you know, you talk about -- sometimes,
14 you know, we've really got to know that those
15 men and women over there are going to keep a
16 closed lid until we get shit done, you know.

17 DEPUTY DAVIS: Right, I get
18 that.

19 SHERIFF MCGUFFEY: And to -- and
20 to have any lingering thought that, you know,
21 oh, we might see a little bit of this on
22 Facebook from the person who lives in the
23 same household as this individual, that's a
24 risk that we don't want to take. Because you
25 could screw up a case. You can screw up a

Sheriff McGuffey

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1 lot of things in that regard.

2 DEPUTY DAVIS: And I completely
3 understand that. And how long has my brother
4 been down there? I mean, you can ask him, I
5 never, ever ask him what's going on down
6 there or ask him about any of his cases.
7 Because I don't want something coming out and
8 go, oh, he must have told his brother because
9 his brother works down there. And I took
10 pride in that. I don't tell him anything --
11 or he doesn't tell me anything. I don't ask
12 him anything. I understand how, you know, if
13 you're working on cases, you can't tell
14 people that stuff. I totally get that.

15 SHERIFF MCGUFFEY: Sure. Yeah.

16 DEPUTY DAVIS: But --

17 SHERIFF MCGUFFEY: But that's
18 your brother.

19 DEPUTY DAVIS: Right.

20 SHERIFF MCGUFFEY: We're talking
21 about you, you know, you. We're talking
22 about Jason Davis.

23 DEPUTY DAVIS: Yes.

24 SHERIFF MCGUFFEY: And, you
25 know, we also have to know that -- look, if

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1 you're disappointed about us not going to
2 your football game and that kind of thing --
3 first of all, I will tell you, I didn't know
4 one thing about it. Typically when people
5 organize things they'll come in here and have
6 an audience with us and say, hey, guys, this
7 is what I'm doing. I mean, to depend on Kyla
8 who's pulled in six different directions and
9 gets woken up at 4:00 a.m. at night and this,
10 that and the other thing, you know, she may
11 have mentioned it to us. Hell, I don't know.
12 But if you come in and sit down with us and
13 say, hey, guys, I would like your support --

14 CHIEF DEPUTY GRAMKE: Or a green
15 letter.

16 SHERIFF MCGUFFEY: I mean,
17 that's a face to face, right?

18 DEPUTY DAVIS: I get it. Yep.

19 SHERIFF MCGUFFEY: And then we
20 have been --

21 CHIEF DEPUTY GRAMKE: Do what we
22 did.

23 SHERIFF MCGUFFEY: Then we know.

24 CHIEF DEPUTY GRAMKE: I got the
25 green letter and we did send support and

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1 that's how that works. Not, like you said,
2 calling Kyla who doesn't know, you know, what
3 day it is sometimes because, like you said,
4 they're waking her up at all hours of the
5 night. So --

6 DEPUTY DAVIS: I mean, I get it,
7 you guys -- I mean, tremendous support this
8 year. My season is over, but, yeah, I mean,
9 I had tremendous -- I mean, I had the honor
10 guard. I mean, it was great. And it was
11 nice to have that there and, you know.

12 SHERIFF MCGUFFEY: Sure.

13 DEPUTY DAVIS: And I'm proud of
14 the department I work for. You know, loyalty
15 is, you know, very important to me and that's
16 why I never went any other place. I mean,
17 it's definitely -- now, it's an officer's
18 market where, back in the day, I mean, nobody
19 was ever hiring.

20 SHERIFF MCGUFFEY: You
21 couldn't -- you couldn't find a cop job with
22 a detective on you. I mean, you know, I get
23 it. I just want to get something.

24 DEPUTY DAVIS: No, you're fine.

25 SHERIFF MCGUFFEY: I'm sorry.

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1 DEPUTY DAVIS: Oh. And thank
2 you for reaching out to me after my accident.
3 I appreciate that. Little things like that
4 go a long way. Well, at least with me. I
5 appreciate it.

6 SHERIFF MCGUFFEY: Yeah. I
7 mean, I get that. You know, you couldn't --
8 and it is an officer's market. And we are
9 trying our absolute best to attract people,
10 to keep people, to grow people. I mean,
11 shoot, we've spent lots of money sending guys
12 to here, there and everywhere. I mean, you
13 know --

14 But here's the thing. When
15 you're on a ball team, which you can relate
16 to, right, you have to support the team. I
17 mean, you can't be on a ball team and have
18 part of your life over here, oh, that's the
19 suckiest ball team ever and hate the coach
20 and blah, blah, you know, you can't have that
21 going on, and then over here you show up and,
22 hey, you guys are great, man, working with
23 you. I want you to, you know, embrace me
24 and, under. I mean, I've never played on a
25 ball team and I've played on tons of ball

Sheriff McGuffey

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1 teams where somebody on the team does the
2 double deal, because then we would say to
3 that person, hey --

4 CHIEF DEPUTY GRAMKE: Give them
5 (inaudible).

6 SHERIFF MCGUFFEY: -- you're
7 not -- you're not playing on this team.

8 DEPUTY DAVIS: Right.

9 SHERIFF MCGUFFEY: You know?
10 And this is a team. This is -- I have ten
11 people on the command staff who work their
12 butts off and I work my butt off. And I went
13 to get this calendar for you because, not
14 only do I have full days in the sheriff's
15 office, I had to buy this calendar -- I was
16 laughing about it with the Chief the other
17 day -- so that I could keep track of my
18 evening events. There's my evening events.
19 Some of this is doubled up. Like, some of it
20 starts at 3:00 and goes until 9:00, goes
21 until 8:30 at night. When I come back to
22 work and -- I mean, that's -- those are all
23 evening events. And when I get a little bit
24 of time off I'm still working. Because this
25 doesn't even have any weekends on it.

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1 September I did something every
2 weekend. I did something every day from
3 morning until late night the entire month of
4 September. And if I was off on a Sunday I
5 still had an event I had to go to in the
6 afternoon. The Moon Festival from 3:00 to
7 5:00. Okay. I do those things because --
8 not because, you know, to socialize and be
9 political. I do those things because they're
10 the right things to do. People need to see
11 their sheriffs and they request.

12 CHIEF DEPUTY GRAMKE: And build
13 this agency.

14 SHERIFF MCGUFFEY: They request
15 me. They want to know, what are you guys
16 doing? And I'm out there doing it. And I
17 promise you Jim Neil didn't do a quarter of
18 what I'm doing. And I'm doing it because the
19 public needs to know how great you guys are.
20 And that's what I go talk about is how great
21 our agency is. How great our team is.

22 And I got to tell ya, that crazy
23 woman, you know, who sits in her basement and
24 eats, you know, chocolate and gets on her
25 computer all of the time, she's not damaging

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1 me. I don't know what she's saying. She's
2 damaging you and you and every person that
3 wears this uniform. Because if I'm going to
4 dog Sheriff Leis then that, you know, looks
5 bad on me, in my opinion. And that's the way
6 I've run my life.

7 So, you know, hey, your wife can
8 have a 100 opinions if she wants. I -- you
9 know, she really can. I don't care. But
10 there will be consequences for you. And
11 that's what -- we're not saying, hey, stop
12 doing that. I'm not going to tell her what
13 to do. And I'm not going to tell you what to
14 do, you know.

15 You have worked really hard in
16 this agency. I've always considered you a
17 good officer, a really good officer, I always
18 have, you know. And it wasn't until it was
19 brought to my attention all of that other
20 craziness that I even had any doubt, you
21 know. So I don't know what the remedy is,
22 but it's not going to happen here when we
23 have an entire department to represent. I'm
24 representing every staff, every line staff
25 member, including you. And I want the public

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1 to see you as really good, you know.

2 The Chief I think is being very
3 honest and forthright with -- and we're going
4 to be honest with you and I want you to be
5 honest with us, you know. I'm happy -- I
6 love football. It's the sport I learned to
7 love first before I loved all of the other
8 sports I used to play. I love to come to
9 football. But, again, you see that I get
10 overwhelmed with things going on.

11 So what do you think should
12 happen? Maybe we should ask that. What do
13 you think should happen with your career
14 here?

15 DEPUTY DAVIS: I would like a
16 shot to prove myself that, you know, I've
17 worked my butt off to get to where I want to
18 be and at least be able to show you that, you
19 know, I think I would excel down there. I
20 mean, I think the officers down there would
21 agree. I know my supervisors know, I mean,
22 all of the training I go to. It's something
23 I've always wanted.

24 SHERIFF MCGUFFEY: Okay.

25 DEPUTY DAVIS: And I just want

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1 the shot, like -- and I appreciate the
2 honesty and -- one hundred percent and --
3 there's the other thing I want to address,
4 too, is, I'm not saying you guys said it, but
5 I don't like being called the malcontent
6 either, because -- I'm not saying you guys --
7 I've heard it before. I'm not a malcontent.
8 I will tell you the truth if you ask me, you
9 know, about something. I'll flat out tell
10 you. You get that reputation of being an
11 a-hole for being truthful or upfront. Now
12 there was things --

13 SHERIFF MCGUFFEY: Wait a
14 minute. Let me back you up right there in
15 the past. Let me just qualify that, in the
16 past. Not with this administration.

17 DEPUTY DAVIS: Okay. I was a
18 malcontent.

19 SHERIFF MCGUFFEY: I want you to
20 be -- I want you to be honest and upfront. I
21 want you to come in here, if you're mad about
22 something, and just like that, you didn't get
23 support for your thing, shoot a green letter
24 to the Chief, I really need to talk to you,
25 come in here and say, man, guys, I'm kind of

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1 disappointed that, you know. I mean, this is
2 an open forum and, you know, God knows, I've
3 heard enough criticism, it's not going to
4 hurt my feelings.

5 DEPUTY DAVIS: On that note
6 though, we were also told that there's no
7 open door policy. Green letters weren't
8 coming up to you -- now, this is, like, just
9 back a couple of years. Now, like I said,
10 you know, I'm here now --

11 (Inaudible.)

12 DEPUTY DAVIS: Okay. So -- and
13 I fell on the sword. It's my own fault. You
14 know, I should have reached out to you two as
15 well for the football game, but --

16 SHERIFF MCGUFFEY: It's water
17 under the bridge.

18 DEPUTY DAVIS: Right. And, like
19 I say, I got tremendous support this past
20 season for the Military Bowl. It was
21 awesome. It was great. The honor guard was
22 spectacular. Pop won though. But, yeah,
23 they were awesome.

24 Where was I going? Oh, about
25 the malcontent. But I will voice, like, you

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1 know, at that time was the football game or
2 the other time with in-service how it was a
3 little unfair that dayshift was getting TDY
4 and nightshift wasn't. So I worked Friday,
5 Saturday and Sunday, court Monday, eight
6 hours dayshift on Tuesday, worked Wednesday,
7 Thursday, and I hit for Friday overtime.
8 It's like, this is way too much.

9 SHERIFF MCGUFFEY: Yeah.

10 DEPUTY DAVIS: And I did and I
11 did stir the pot a little bit. E-mails
12 started flying about being moved on the
13 overtime list. And that's where the whole
14 malcontent thing came and, I don't like that,
15 but I will tell you, like, that's a little
16 bit unfair, you know.

17 CHIEF DEPUTY GRAMKE: I don't
18 know anything about that.

19 DEPUTY DAVIS: Okay. Well,
20 obviously, it didn't come from me.

21 SHERIFF MCGUFFEY: Yeah, moving
22 it up -- moving things up the chain sometimes
23 helps if you're struggling and it sounds like
24 you were struggling with that.

25 DEPUTY DAVIS: Yeah.

Sheriff McGuffey

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1 SHERIFF MCGUFFEY: And -- and I
2 did fix that. That's fair. I found out
3 early on, for whatever reason, people were
4 under the impression that, as long as they
5 said, well, no, I've settled it with you,
6 I've told you how it's going to be, that they
7 weren't going to push that person up to this
8 level and we've fixed that.

9 CHIEF DEPUTY GRAMKE: The green
10 letter, there's a new system.

11 SHERIFF MCGUFFEY: Uh-huh.

12 CHIEF DEPUTY GRAMKE: If you say
13 you want to speak to the sheriff or me it has
14 that name on it so you can't -- I'll know
15 about it. So nobody can kill it before me,
16 if it's coming to me or the Sheriff. So
17 we've done that. The new green letter system
18 (inaudible) valued into that.

19 SHERIFF MCGUFFEY: Yeah. And,
20 Jason, you know, good men are hard to find,
21 I'm going to tell you that. I mean, and I
22 mean that in a very sincere department,
23 sheriff's department way, good men are very
24 hard to find. And I don't want to lose them.
25 I want to grow. I mean, I've put 55 officers

Sheriff McGuffey

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1 on the certified officer list. When we came
2 in Jim Neil had stripped the jail of almost
3 every certified officer.

4 CHIEF DEPUTY GRAMKE: There were
5 13 that went for the test when we came in.

6 SHERIFF MCGUFFEY: Oh, my God.

7 CHIEF DEPUTY GRAMKE: Ten of
8 them you couldn't promote. They were over
9 (inaudible).

10 SHERIFF MCGUFFEY: It was
11 unbelievable. And so the Chief and I, you
12 know, we worked very hard to change that
13 model and send in those 20 recruits. And I
14 know it's been difficult, but we're starting
15 to see -- each little thing we do, you know,
16 we're starting to see the come to fruition
17 kind of thing. And --

18 DEPUTY DAVIS: Well, the academy
19 thing, whoever came up with that idea I think
20 was brilliant.

21 SHERIFF MCGUFFEY: Well, that
22 would be me.

23 DEPUTY DAVIS: I mean, I know
24 some of the old guys were like, well, that's
25 bullshit. I had to paid my own way. I was

Sheriff McGuffey

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1 like -- I was like, that makes sense. How
2 else are you going to get people in here to
3 corrections.

4 CHIEF DEPUTY GRAMKE: Well,
5 that's why. When we went to 12-hour shifts
6 it was a huge mistake. You can't (inaudible)
7 with that.

8 DEPUTY DAVIS: So when I first
9 got promoted, I was on the union, and I met
10 with Major Horton and Schoonover and they
11 called me in the office and they asked, you
12 know, why were you against 12-hour shifts
13 down at the jail. I was, like, look --
14 because we -- I was the president at the
15 time. We voted it down. I was like --

16 SHERIFF MCGUFFEY: Oh, yeah.

17 DEPUTY DAVIS: -- I'm not for it
18 or against it. I was, like, my concern is,
19 the jail is the gene pool for patrol. You
20 guys will strip the jail to the bare bones to
21 fill patrol because it's cheaper to fill the
22 jail overtime.

23 SHERIFF MCGUFFEY: Right.

24 DEPUTY DAVIS: I was like that's
25 why we won't go to twelves. And then, like,

Sheriff McGuffey

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1 what it was a year later, I was gone, and
2 they voted twelves and I was, like, good luck
3 guys. I told you.

4 CHIEF DEPUTY GRAMKE: They
5 bribed them.

6 SHERIFF MCGUFFEY: They bribed
7 them.

8 CHIEF DEPUTY GRAMKE: They
9 bribed them to do 12 hours down here because
10 it's a -- image being down here for 12 hours.

11 DEPUTY DAVIS: Nope.

12 CHIEF DEPUTY GRAMKE: And then
13 you're heading for, hey, you're staying for
14 four more, sixteen. It's insane.

15 SHERIFF MCGUFFEY: It's
16 absolutely awful.

17 DEPUTY DAVIS: Like I said, I
18 was totally against it when I was down here
19 just -- I mean, I couldn't imagine doing 12
20 hours on a floor with a crappy partner and
21 you're doing med pass, chow, uniforms,
22 sheets. No, it's not -- and it takes a
23 little bit different story, but, yeah,
24 there's -- and I told them that.

25 CHIEF DEPUTY GRAMKE: We're

Sheriff McGuffey

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1 dealing with it. We've got the -- it ain't
2 horrible now.

3 DEPUTY DAVIS: And, you know, I
4 don't doubt it. I mean, I won't say I don't
5 doubt it. I know you did.

6 CHIEF DEPUTY GRAMKE: You can
7 look. You can look right here and this is --
8 this is our -- this is our performed -- our
9 strategic project management tool. And you
10 can look at everything we've done, everything
11 that we're doing. The citation awards
12 committee, Flock camera expansion, a new gun
13 range, repurpose the patrol cabinet for
14 intelligence, supervisory retreat, we're
15 doing that at TQL. Real time crime center,
16 that's going to be unbelievable. It's going
17 to blow your mind. It's all going to be down
18 here in DC. Educational pamphlet, high
19 school to the sheriff's office, we've got
20 Great Oaks, UC, everybody lined up. We're
21 trying to get the kids from high school.
22 Remember our cadet program?

23 DEPUTY DAVIS: Uh-huh.

24 CHIEF DEPUTY GRAMKE: We got a
25 lot of good people from that. We need -- and

Sheriff McGuffey

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1 that just disappeared. The (inaudible)
2 metrics. These guys are going to have to
3 work. It ain't going to affect somebody like
4 you, but these guys that are sitting around
5 doing nothing but bitching, they're going to
6 have to work. We're done with that bullshit.
7 Our policy and procedures are so jacked up.
8 This has been two years. The company has
9 never seen anything like it how bad we were.
10 Supervisory training, rebuild the cadet
11 program, drone technology, contrast for
12 western districts. Here's the stuff that
13 we've already completed, star Chase, remodel
14 the parole and sell the helicopters, go to
15 drones, restructure specials, RENU
16 relocation. These are things that we're
17 doing.

18 And that's just parole. If you
19 see the jail, it doesn't end. These are
20 projects that don't stop. It's unbelievable.
21 We have to repaint the whole place, new
22 windows, new everything.

23 At the administration, we've got
24 our own stuff. It goes on and on, Jason.
25 And this is what we're doing to try to

Sheriff McGuffey

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1 rebuild this.

2 And so we've got a lot of people
3 that are getting on board.

4 I can tell you that Anderson is
5 its own thing. We could hear -- for two
6 years I could hear the bitching from here in
7 Anderson Township. This is what I was
8 hearing, constant complaining and bitching
9 out of Anderson Township.

10 DEPUTY DAVIS: What, from the
11 officers?

12 CHIEF DEPUTY GRAMKE: Oh, yeah.

13 DEPUTY DAVIS: But 90 percent of
14 them are, like, retired on duty. That's
15 the -- that's --

16 CHIEF DEPUTY GRAMKE: Does
17 that -- you have to earn a paycheck. You
18 can't retire on duty. There's no such thing.
19 You have to earn a paycheck.

20 DEPUTY DAVIS: Right.

21 CHIEF DEPUTY GRAMKE: You can't
22 just sit behind the church and -- for
23 12 hours and answer your radio. You have to
24 work.

25 DEPUTY DAVIS: But, I mean, look

Sheriff McGuffey

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1 when you guys came on, you went through,
2 what, one, two, three, four, five officers
3 that are three and drop or pre, two of them
4 are eligible to retire, until you got to me,
5 and I had 21 -- well, 20 years in at that
6 time. So, I mean, it's a lot of retired
7 officers out there that, you know, they're on
8 the verge of leaving, so it's kind of --
9 that's where the bitching comes in.

10 CHIEF DEPUTY GRAMKE: But what
11 for?

12 DEPUTY DAVIS: Because they've
13 been there forever and they're old. They
14 don't like change. I mean, my old job, when
15 I worked at the airport we called them
16 grizzles because that's all they
17 blaa-blaa-blaa. I mean, that's all of the
18 bitching was out there. The younger guys or
19 myself that were, like, proactive, you know,
20 we love the change. You know, the cameras
21 are phenomenal in the cars. I have one.
22 It's hooked up to -- the LPR. It's hooked up
23 to Flock now. I mean, it's awesome. And the
24 biggest plus is the backseat camera. Oh, I
25 love that.

Sheriff McGuffey

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1 CHIEF DEPUTY GRAMKE: That's
2 just one of them.

3 DEPUTY DAVIS: Oh, my God.

4 CHIEF DEPUTY GRAMKE: That's
5 (inaudible).

6 DEPUTY DAVIS: Yeah.

7 CHIEF DEPUTY GRAMKE: Not that
8 we'd ever would have believed that crazy
9 woman, but we cleared him in 90 minutes.

10 SHERIFF MCGUFFEY: Yeah.

11 CHIEF DEPUTY GRAMKE: But all of
12 this new technology, all of -- we're
13 rebuilding this whole thing.

14 So here's my suggestion to you
15 is get on board. Get on board.

16 DEPUTY DAVIS: I've never been
17 off board.

18 CHIEF DEPUTY GRAMKE: We do all
19 kinds of things. We do all of kind of
20 things. We had -- Ali had the open house at
21 the district and nobody came out there. The
22 other districts people come. District
23 Anderson, nobody comes. We had those things
24 out at Riverbend. In Anderson nobody came.
25 It was in Anderson and nobody came from

Sheriff McGuffey

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1 Anderson. People came from all over the
2 place, but -- we have the October Fest. Look
3 at all of the stuff we're doing. Hey, get on
4 board. Get on board with everybody else
5 that's on board with this training. Look at
6 what we're doing. Be the positive guy. Tell
7 everybody about what's going on and move
8 forward. That's what my suggestion would be
9 to you.

10 Tell your wife to stay off the
11 social media. I wouldn't do -- my wife
12 would -- in a million years, would not put
13 something negative towards this agency
14 because, you know what, it also feeds her.
15 It's fed my kids. It's put my kids in
16 school. It will put my kids through college.
17 That's why my wife won't badmouth this place.

18 SHERIFF MCGUFFEY: I mean, you
19 know.

20 CHIEF DEPUTY GRAMKE: That's
21 what I would do, get on board.

22 SHERIFF MCGUFFEY: I was a very
23 unlikely sheriff, you know, and I'm a very
24 unique sheriff, very unique. And I tell
25 every person on the command staff when they

Sheriff McGuffey

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1 came on -- I vetted each and every one of
2 them. Each one of these people that are in
3 this office are here because I said. They
4 have the stamp, right?

5 DEPUTY DAVIS: Right.

6 SHERIFF MCGUFFEY: And I vetted
7 them. I know what I'm doing. I have the
8 longest tenure in this department of anybody
9 here except I think Coesfeld (phonetic). All
10 right.

11 DEPUTY DAVIS: He's still here?

12 SHERIFF MCGUFFEY: Yeah, I think
13 he is. Isn't he?

14 DEPUTY DAVIS: Okay. All right.

15 SHERIFF MCGUFFEY: And I've seen
16 a lot, done a lot, and that I know we're
17 going in the right direction.

18 Now, there are people that are
19 mad because I'm a woman. Well, okay. Jesus
20 Christ, the world's going to fall in, you
21 know. Christ, these guys have been working
22 with me for all of these years and they don't
23 know -- I'm not an alcoholic. I hardly
24 drink. I don't -- I'm the most boring person
25 that lives. You know, I have a little garden

Sheriff McGuffey

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1 that I screw around with in my backyard
2 and -- I mean -- but I'm vilified. I've --
3 oh, Jesus, you know. I mean, all the
4 ridiculous things. And you know what, I
5 don't take it personally. These are people
6 that don't have lives, I assume. Because I
7 couldn't tell you what the Chief does in his
8 off time or you or anybody else. I'm too
9 busy working on my own shit. So, you know --
10 but I am and that is the way I vetted all of
11 these people, I said, listen, realize that
12 you are working for a very unique person who
13 is a lightening rod, a lightening rod for
14 controversy and lies, finger pointing. Look,
15 if I stub my toe it makes the news, you know.

16 DEPUTY DAVIS: Right.

17 SHERIFF MCGUFFEY: And I just
18 deal with it. Shit, you know what, Jason,
19 the reason why I'm sheriff is because I've
20 put up with this stuff my whole entire
21 career. None of this is new to me. None of
22 it.

23 DEPUTY DAVIS: Right.

24 SHERIFF MCGUFFEY: I mean, you
25 worked for those guys over there, Bart

Sheriff McGuffey

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1 Conley, Kim Snow, Joe Schmidt. Jesus Christ.
2 You know. I mean, to excel under those
3 idiots, which I did, speaks to my character.
4 But the point is, for me is, I tell these
5 guys, look, if you step into this role,
6 Chief, and I've told him, you are also going
7 to be a target.

8 CHIEF DEPUTY GRAMKE: I have
9 been.

10 SHERIFF MCGUFFEY: You're also
11 going to be vilified, you know, at your job.

12 CHIEF DEPUTY GRAMKE: Yeah. My
13 daughter has had to see things that people
14 have created on Facebook about me and, you
15 know, your son's her age.

16 SHERIFF MCGUFFEY: That aren't
17 true.

18 CHIEF DEPUTY GRAMKE: She's had
19 to see those things and it's -- you know, I
20 don't give a shit, to be truthful, but I do
21 care that my daughter sees this stuff.

22 DEPUTY DAVIS: Right.

23 CHIEF DEPUTY GRAMKE: You
24 wouldn't like meatball (phonetic) to see this
25 stuff.

Sheriff McGuffey

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1 DEPUTY DAVIS: Right.

2 SHERIFF MCGUFFEY: And we've --

3 CHIEF DEPUTY GRAMKE: But you've
4 done -- again, you've got your wife talking
5 to this woman like this is okay. It's not
6 okay.

7 SHERIFF MCGUFFEY: I mean, every
8 person in this office was vetted for that
9 reason. Listen, you know, I just want to be
10 very clear about what you're stepping into
11 here. I've lived this life my whole life.
12 You know, this has been me my entire life.
13 I'm as strong as -- listen, my feelings are
14 about like this table right here, you know.
15 That's what this place does to you, it molds
16 you. And, you know, I'm not sitting in this
17 chair by accident, huh-uh.

18 And, you know, Jason, I'm
19 telling you, I've always liked you. I never
20 knew you said anything bad about me. I never
21 even knew your wife said anything bad about
22 me. Okay. All I do is judge on what you get
23 done and how you do and how you represent
24 this department, but that's the part right
25 there, that representation. People know you

Sheriff McGuffey

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1 work for us. If your wife is on Facebook
2 with, I don't even know, okay? It makes it
3 look like you are saying these things. It
4 makes it look like you do not respect us, you
5 don't want to get on board, you don't like it
6 here. I think you do like it here.

7 DEPUTY DAVIS: Yeah, I've been
8 here, what, almost 21 years. I mean, if I
9 didn't I would have left back when Conley
10 told me I was never going to get promoted.
11 So I mean it --

12 SHERIFF MCGUFFEY: Well --

13 DEPUTY DAVIS: Well, you know,
14 he flat out said it. So I went to school for
15 corrections administration and I got to
16 shadow Major Minkhouse (phonetic) for a
17 couple of weeks and -- because I was going
18 for a correction administration, because they
19 said I wasn't going to get promoted. Which
20 was an eye opener. I mean -- so I know what
21 you're -- well, when you were a major, what
22 you were going through with -- the best thing
23 you just -- the best way he described it was
24 it's running a small city.

25 SHERIFF MCGUFFEY: Oh, it is,

Sheriff McGuffey

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1 for sure.

2 DEPUTY DAVIS: You've got
3 housing, plumbing, I mean, food. I mean, it
4 is interesting to see what he goes through.
5 But I just -- I don't know. I just -- I
6 feel -- I won't say it wasn't fair, but I
7 think my work ethic, my integrity, and
8 everything goes a long way. And for me not
9 to be picked was like -- it was extremely
10 hard. And then on top of that the rumor
11 about being skipped over for the corporal
12 part now is just like -- you know, that's
13 when I was, like, I've got to come up here
14 and ask you guys what am I doing wrong.

15 SHERIFF MCGUFFEY: I'm glad you
16 did. We don't have a corporal's position
17 right now. So the rumor is true. I've never
18 said it. The Chief has never said it. I
19 mean, you know, these tests --

20 CHIEF DEPUTY GRAMKE: But
21 again -- again I -- there's going to be
22 consequences, you know. I mean, we -- there
23 was consequences for these actions. We're
24 not going to have people talking, you know,
25 to crazy people, badmouthing us and stuff

Sheriff McGuffey

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1 like that. I mean, just so you know moving
2 forward. You know what I'm saying? So I'm
3 not telling you that you're going to get to
4 make corporal. We're going to see how things
5 go.

6 SHERIFF MCGUFFEY: I mean, you
7 are, you know, being assessed every day. We
8 all are. I mean, I have 800,000 constituents
9 that watch my every move, you know, and I'm
10 very careful.

11 CHIEF DEPUTY GRAMKE: You can't
12 get pulled over in a -- 72 in a 55 -- like my
13 dad called me and said, you're the only
14 person in the United States that would have
15 been on the news for that. We've all done
16 it, but that's what happened.

17 DEPUTY DAVIS: Right. Oh, I
18 know.

19 CHIEF DEPUTY GRAMKE: You get
20 stopped out there, but guess what happens?
21 You get stopped out there, but guess what
22 happens? How did it get out?

23 SHERIFF MCGUFFEY: The crazy
24 lady.

25 CHIEF DEPUTY GRAMKE: Anderson

Sheriff McGuffey

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1 Township. Somebody in Anderson Township fed
2 our information.

3 SHERIFF MCGUFFEY: Yeah.

4 DEPUTY DAVIS: No, I know that.

5 CHIEF DEPUTY GRAMKE: Well, I'm
6 just telling ya.

7 SHERIFF MCGUFFEY: You know, and
8 here's the thing, Jason, please just realize
9 this, you know, in the sheriff's department,
10 just like yourself, you're a deputy, you
11 understand that we know a lot more than we
12 say we know.

13 DEPUTY DAVIS: Oh, one hundred
14 percent.

15 SHERIFF MCGUFFEY: You know a
16 lot more than you say you know. I mean, in
17 this business you are always privy to
18 different kinds of information. Now, that
19 information may come to you from the outside,
20 from the other agencies, it can come to you
21 in lots of different ways, the public, the
22 this, the that.

23 I'm very well versed. I
24 don't -- you know, I've never run my life and
25 done any action without a purpose, I can

Sheriff McGuffey

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1 promise you that. A purpose to every action.
2 And I know exactly who's who. I do. I know
3 exactly who's who. And I strategize around
4 that. That's why I'm sheriff. And I just --

5 You know, Jason, I want you to
6 succeed. You know? I haven't seen what's on
7 there. Maybe I would be mad if I did, but,
8 you know, I respect my staff and they say,
9 you know, Sheriff, don't get on there, and so
10 I don't, you know. And nor do I care. God,
11 I'm so damn busy. I have so many things.

12 Anyway, I would really like you
13 to succeed, Jason. And it sounds like you
14 want to go to RENU. It sounds like you want
15 to be promoted.

16 DEPUTY DAVIS: I just -- I'm
17 running out of time and I'm not getting
18 younger.

19 SHERIFF MCGUFFEY: No. No, none
20 of us are.

21 DEPUTY DAVIS: And that's -- you
22 know, that's the issue.

23 SHERIFF MCGUFFEY: So perhaps I
24 would suggest that maybe there's some
25 conversations in your future with people who

Sheriff McGuffey

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1 you're close to and surrounded by. I mean, I
2 don't -- if you're -- whoever it is doesn't
3 like me, get in line, you know, that's what I
4 say. But if they're hurting your career --
5 and I've got to tell you, if somebody was
6 hurting my career, I would cut them loose.
7 And I did throughout my career. There were
8 certain people I used to hang around with and
9 they did things that, if I'm running around
10 with you, my career is going to be hurt. You
11 got to go. Bye. You know? And that's how
12 it is. So it's -- it's really up to you, I
13 think, because I think you do a great job.

14 CHIEF DEPUTY GRAMKE: Absolutely
15 no one said that -- I was told that you do a
16 good job. That you are out there. You do
17 hustle. You're not sitting around bitching
18 and whining -- well, there was some bitching
19 and whining, but that you're not sitting
20 around doing nothing. You're a worker. And
21 I've been told that. Okay. But I also am
22 not going to have somebody who's badmouthed
23 us and his wife has badmouthed us. How would
24 that look? That's not going -- you know, I
25 mean, I don't know --

Sheriff McGuffey

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1 I guess I don't understand what,
2 you know, your thought process was or
3 anybody's thought process was that this is
4 not going to have consequences, you know. I
5 don't know -- that's what kind of boggles my
6 mind, Jason, is that there's -- you know, you
7 think that you're going to badmouth us, your
8 wife is going to badmouth us, and then we're
9 going to promote you. I mean, is that what
10 you thought?

11 DEPUTY DAVIS: Well, I mean, I
12 didn't think asking for more support from my
13 department was really badmouthing, per se.

14 CHIEF DEPUTY GRAMKE: I had no
15 idea -- none of us had any idea. We went,
16 what the -- you know, somebody brought it in,
17 look at what Jason Davis just said. I had no
18 idea what he's talking about. We are so
19 busy. Look at that list. Okay. We
20 worked -- she worked 80 hours a week for the
21 first two years. I think I did 60 to 70
22 hours a week. Okay? Nobody -- we're not
23 getting overtime. Okay? We're killing
24 ourselves to get this place back.

25 I don't know if you know this,

Sheriff McGuffey

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1 but we lost it. Okay. This jail, I just
2 took Tony (inaudible) through it. He hadn't
3 been in there in 20 years. He said, this
4 looks like a third world country jail. I
5 said --

6 DEPUTY DAVIS: Yeah, I don't
7 doubt --

8 CHIEF DEPUTY GRAMKE: Did you
9 see the new internet?

10 DEPUTY DAVIS: Yeah.

11 CHIEF DEPUTY GRAMKE: Okay. Did
12 you see the fresh paint? The video? Where
13 they go up?

14 DEPUTY DAVIS: No.

15 CHIEF DEPUTY GRAMKE: Check it
16 out. You won't believe what happened in this
17 jail. You won't believe what happened in
18 this department. Think about it, Jason.
19 Three years ago we were handwriting reports,
20 handwriting use of force, handwriting green
21 letters. This will probably be the last one
22 I'll ever see. Handwriting everything. We
23 have digitized and brought ourselves into the
24 future in the last two and a half years like
25 no time in the history of this agency. And

Sheriff McGuffey

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1 for that we get blasted. How does that work?

2 Because somebody's a female.

3 Maybe she's gay. Maybe she's a Democrat.

4 Because of that we're going to get -- she's

5 getting destroyed? People saying terrible

6 things about her and people are echoing it

7 within our agency? It makes no sense to me.

8 It's insanity.

9 My suggestion, you could be a

10 very valuable person to us. You could be

11 very supportive. You can get on board. You

12 can see what's going on. Open your eyes,

13 look at all that's going on. You see the

14 in-car camera. You see the Flock camera

15 system. When we bring this -- we're leading

16 the charge here.

17 DEPUTY DAVIS: What makes you

18 think I'm not on board though? That's what I

19 don't understand. I'm not -- I'm not driving

20 50 minutes to Anderson for the meeting thing.

21 And then I'm not trying to make excuses, but

22 the -- for whatever reason, the days you guys

23 had the thing at Riverbend, on Sunday is the

24 day after my football games when I'm taking

25 the visiting team to the airport. So it's

Sheriff McGuffey

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1 kind of like --

2 CHIEF DEPUTY GRAMKE: There's a
3 lot of things we do. A lot of things we do.
4 I haven't seen you at any of them. And, you
5 know, maybe you have -- you've got stuff
6 going on. I get it. But you could be a
7 vocal supporter of --

8 DEPUTY DAVIS: And I am. The
9 things I do with the football, with the kids'
10 football, I mean --

11 SHERIFF MCGUFFEY: Not -- not
12 when your household is on the other end.
13 That's black and white, right? Not when your
14 household is on the other end saying --
15 doing, all of these things that are, one, not
16 vetted, not true, not this, not that, and it
17 hurts the agency, in my opinion. It hurts
18 the agency.

19 DEPUTY DAVIS: Well, that's just
20 her opinion. I'm not the one saying it. I'm
21 not out there badmouthing. You know, like
22 the 29th, I'm playing a bunch of little kids
23 in full contact football from our department
24 representing our department. That's why I
25 get -- I'm kind of frustrated with the whole

Sheriff McGuffey

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1 thing because I don't think I've ever really
2 done anything to put the department in a bad
3 light.

4 SHERIFF MCGUFFEY: Well, let me
5 ask you a quick question. Let me just ask
6 you this. Does your wife support your
7 position here? Does she support you being a
8 deputy sheriff?

9 DEPUTY DAVIS: I believe so,
10 yeah.

11 SHERIFF MCGUFFEY: Does she like
12 that you do this job? I mean, is this
13 something that she values about you?

14 DEPUTY DAVIS: Yes.

15 SHERIFF MCGUFFEY: Okay. Does
16 she realize that her actions are hurting you?

17 DEPUTY DAVIS: She does now,
18 with this situation here, yeah.

19 SHERIFF MCGUFFEY: Okay. Do you
20 think, since she realizes that, that she
21 might change her behavior or is she going to
22 continue to hurt you?

23 DEPUTY DAVIS: I mean, she's not
24 going to continue to hurt me, no.

25 SHERIFF MCGUFFEY: Well, that's

Sheriff McGuffey

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1 all I'm asking. Is, if she knows and she's
2 aware that these actions that are voluntary,
3 okay, on her part hurt you --

4 DEPUTY DAVIS: But, I mean --

5 SHERIFF MCGUFFEY: -- then is
6 she going to continue them because, hey, I
7 have an opinion? We all have opinions.

8 DEPUTY DAVIS: Right.

9 SHERIFF MCGUFFEY: Everybody has
10 got opinions. I mean, some of them are --
11 oh, my God. I mean, you know. But I don't
12 put my opinions out on Facebook. Do you?

13 CHIEF DEPUTY GRAMKE: I don't
14 have Facebook.

15 SHERIFF MCGUFFEY: A lot of
16 people don't. And that's my question to you,
17 is she supportive of your job?

18 DEPUTY DAVIS: She is. And
19 she's just -- I mean, she knows what I went
20 through with -- when you were the major and I
21 was the union rep and how we weren't mixing
22 too well at that time and --

23 SHERIFF MCGUFFEY: That was only
24 a year. I was only a major a year before you
25 went to road patrol. And I was in support of

Sheriff McGuffey

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1 the unions because I saw how you guys were
2 treated so badly.

3 DEPUTY DAVIS: Yeah, but we had
4 the Clepper incident where you wanted me
5 fired.

6 SHERIFF MCGUFFEY: Which one was
7 that?

8 DEPUTY DAVIS: Where he lied to
9 me -- or he told me something and then he
10 told you totally different. You wrote up
11 Mark Pruitt (phonetic) for gossiping and you
12 chewed my butt and wanted me fired. And I
13 had to give you guys the audiotape where he
14 did tell me what I said. So there's --

15 SHERIFF MCGUFFEY: So Keith
16 Clepper lied to me --

17 DEPUTY DAVIS: Yes. Yeah, he
18 did.

19 SHERIFF MCGUFFEY: He lied to
20 me.

21 DEPUTY DAVIS: But you chewed me
22 and attacked my integrity, which killed me
23 because we had a good, like, rapport forever
24 and, you know, that's what -- you know.

25 SHERIFF MCGUFFEY: I honestly

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1 don't remember the incident. I don't. I
2 don't remember it. I've been chewed out in
3 this business more times than I can count.

4 DEPUTY DAVIS: Okay.

5 SHERIFF MCGUFFEY: And whether
6 sometimes it was fair, sometimes it wasn't,
7 okay? Sometimes I took the fall for other
8 people's actions because I'm not a snitch. I
9 don't front people out. You know, if
10 something is wrong, I will say it if I need
11 to, but, you know. But that does not stick
12 with me because those are things that
13 happened in this work environment, you know.

14 DEPUTY DAVIS: Right.

15 SHERIFF MCGUFFEY: You hold
16 grudges in this work environment, oh, my God.
17 I mean --

18 DEPUTY DAVIS: No, I agree.
19 It's --

20 SHERIFF MCGUFFEY: You're
21 carrying around a pretty heavy sack there.

22 DEPUTY DAVIS: She did just the
23 fact that, you know, you wanted me terminated
24 from working here and that's what really --

25 SHERIFF MCGUFFEY: Did I take

Sheriff McGuffey

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1 action to do that? Was there any write up?

2 DEPUTY DAVIS: You wrote Pruitt
3 up to start the process, but what it came
4 down to is, if I wouldn't have had that on
5 audio, how far would it have gone?

6 SHERIFF MCGUFFEY: Well, we
7 don't know, but it sounds to me like she
8 should be mad at Keith Clepper for lying. I
9 mean, right? If he lied to me?

10 DEPUTY DAVIS: Correct.

11 SHERIFF MCGUFFEY: I mean,
12 that's what I made my -- apparently, my
13 decisions on.

14 DEPUTY DAVIS: But I was --
15 right, but I was -- I was pissed off at you
16 because you questioned my integrity and never
17 even gave me a chance to explain. I had to
18 tell Scheffler (phonetic) that I had Clepper
19 on audio and, you know, that -- that burned a
20 hole.

21 SHERIFF MCGUFFEY: I'm just
22 going to go down a rabbit hole and I really
23 don't want to, but --

24 DEPUTY DAVIS: I know.

25 SHERIFF MCGUFFEY: -- can you

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1 just tell me what that was about? Because I
2 have a pretty good recollection of things.

3 DEPUTY DAVIS: It was -- that
4 was about Clepper getting rid of the weight
5 policy.

6 SHERIFF MCGUFFEY: Okay. So
7 what was the rub?

8 DEPUTY DAVIS: That he was
9 getting rid of it and then, when I left the
10 meeting, I told Pruitt and Pruitt told
11 whoever, and then you got ahold of it and it
12 went to Clepper, and Clepper's, like, no, I
13 never said that. So you came back at me
14 chewing me about spreading rumors, gossiping.
15 You wrote Pruitt up. It was just a --

16 SHERIFF MCGUFFEY: Oh, because
17 he was in there -- I guess Clepper must have
18 told you guys, don't tell anyone or
19 something, and then he went out and started
20 talking about it?

21 DEPUTY DAVIS: Who, Clepper?
22 No, Pruitt. Pruitt did.

23 SHERIFF MCGUFFEY: I'll have to
24 look at Pruitt's write up, I really will,
25 just to refresh my memory. Because, man,

Sheriff McGuffey

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1 that had to happen like -- like in my
2 first years.

3 DEPUTY DAVIS: Yeah, it was --
4 it was a hot mess.

5 SHERIFF MCGUFFEY: I'm surprised
6 that they didn't make the report that they
7 used to fire me with. Damn.

8 DEPUTY DAVIS: No, all that
9 stuff stayed with me.

10 SHERIFF MCGUFFEY: Uh-huh.
11 Well, you know --

12 DEPUTY DAVIS: There was no
13 reason to share any of that.

14 SHERIFF MCGUFFEY: -- if your
15 wife is holding a grudge about that, perhaps
16 she should let it go because --

17 DEPUTY DAVIS: She knew how bad
18 it hurt me.

19 SHERIFF MCGUFFEY: Well, you
20 know what, listen, my wife knows about how
21 bad things hurt me. And they hurt her. She
22 gets freaked out all of the time because of
23 these idiots on Facebook. I mean, they get
24 on there and practically say they're going to
25 kill me, you know. And she's constantly,

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1 like, oh, my God, be careful. You know, God,
2 I'm like, man. I mean, she drives me nuts
3 with it. I'm like, it's okay. These are
4 just people who --

5 CHIEF DEPUTY GRAMKE: Are crazy.

6 SHERIFF MCGUFFEY: -- are
7 idiots. And she's like, Jesus, are you
8 wearing your vest, are you -- but the point
9 is, is that, I tell her, just as I would
10 advise anybody, look, you know, stay off of
11 there. And she doesn't -- she would never go
12 on and do something on Facebook that would
13 remotely hurt me. Are there some people,
14 yeah. Is there some way she would like to
15 light some people on fire on there? Yeah.
16 But she wouldn't do it because it would hurt
17 me and she knows that and I super appreciate
18 that. So all I'm asking is, does your wife
19 want to support your career here?

20 DEPUTY DAVIS: Yeah.

21 SHERIFF MCGUFFEY: Because if
22 she understands that she's hurting you with
23 that behavior, is she going to continue it or
24 stop it? I mean, I think that's what it --

25 DEPUTY DAVIS: I mean, she's

Sheriff McGuffey

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1 going to stop it.

2 SHERIFF MCGUFFEY: She can't be
3 on all day long.

4 DEPUTY DAVIS: I mean, she's
5 going to stop it.

6 I'll tell you right now, it was
7 the absolute hardest thing was to tell her
8 that was the reason I didn't get promoted. I
9 mean, I was -- it was. It was the hardest
10 thing. You know, I was told, you're coming
11 down, I'm already assigning you cases. She
12 knows I busted my butt for three years. At
13 the first interview, I think I bombed it. I
14 went to training. I mean, I -- I've got
15 pages of everything. My stops were --
16 anyways, so when I got off of the phone,
17 because they said I wasn't coming down, I
18 mean, it was the absolute worse thing I've
19 ever had to do. It was, like, I'm not
20 getting it because of you. And it's just --
21 I just -- at that time I was -- I didn't
22 think it was fair. You're basing it off, not
23 my work ethic or my integrity or anything,
24 just because of what my wife freely spoke on
25 social media. I just -- I didn't --

Sheriff McGuffey

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1 CHIEF DEPUTY GRAMKE: So I have
2 Cadel (phonetic) right behind you, who's
3 another excellent candid, whose wife didn't
4 say anything. There's got to be consequences
5 for your actions, Jason. Your wife benefits
6 from you having this job.

7 DEPUTY DAVIS: I get that. But
8 what if -- all right. I get it.

9 CHIEF DEPUTY GRAMKE: You know?
10 There's -- you know, there were no
11 consequences for actions for a long time in
12 this place. Do you think -- how do you think
13 Leis would have dealt with that? You know,
14 it would have been -- I mean, we're sitting
15 here being friendly with you.

16 DEPUTY DAVIS: Oh, I get it.

17 CHIEF DEPUTY GRAMKE: Leis would
18 have chewed you out and said, you're never
19 going anywhere.

20 SHERIFF MCGUFFEY: And he would
21 have kept his promise.

22 CHIEF DEPUTY GRAMKE: Ever. And
23 you would have never gone anywhere. You
24 know, the last group, they didn't care what
25 you did, but we do.

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1 SHERIFF MCGUFFEY: Well -- go
2 ahead.

3 DEPUTY DAVIS: No, I get it.

4 SHERIFF MCGUFFEY: Good.

5 DEPUTY DAVIS: I mean, I get --
6 I get it to a point. It's just -- I don't
7 know.

8 CHIEF DEPUTY GRAMKE: Well, how
9 would you feel -- how would you feel if some
10 crazy person -- I mean, she's literally --
11 she's crazy. And these city cops keep
12 feeding her stupid shit and they think it's
13 funny because she's crazy and then she does
14 these memes about the sheriff or me or
15 anybody else. But, again, if that was your
16 wife, flip the scenario here, okay, how would
17 that feel?

18 DEPUTY DAVIS: Again, it's -- to
19 me, it's social media. It's an entertainment
20 thing. It's not real -- I don't want to say
21 real life, but --

22 CHIEF DEPUTY GRAMKE: That's an
23 (inaudible) F-you to us. That's an open
24 F-you to this administration.

25 SHERIFF MCGUFFEY: That's why we

Sheriff McGuffey

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1 have a social media policy, because it isn't
2 just a little thing. It isn't. And we
3 didn't create a social media policy. Every
4 sheriff before us did.

5 CHIEF DEPUTY GRAMKE: And do you
6 think -- do you think that, if we promoted
7 you, after what your wife had done and said
8 and what you had done and said, do you think
9 we'd open up the floodgates of hell to
10 anybody that wants to be critical of this
11 administration? I mean, Christ, we had have
12 shut the comments off because of these crazy
13 people. These people have no idea what --
14 they have no idea about what we're doing.
15 They have no idea. They just -- they believe
16 that maybe we have a star chamber down here
17 and that we plan evil things. We're too
18 busy. We're working. We're rebuilding an
19 entire sheriff's department. So there has to
20 be consequences, Jason, there has to be. We
21 can't promote you after what's been done.

22 Now, I'm not saying that's for
23 ever, but I need to see a change. We need to
24 see a change in attitude.

25 SHERIFF MCGUFFEY: It is

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1 important. I mean, we have a social media
2 policy for a reason. It's not something
3 that's nonconsequential. We fired, what was
4 it, Carla because of her social media
5 craziness.

6 CHIEF DEPUTY GRAMKE: Oh, right.

7 SHERIFF MCGUFFEY: Remember when
8 she started that?

9 CHIEF DEPUTY GRAMKE: You saw
10 the -- you saw the -- last years CPT. She
11 badmouthed the sheriff's department, the
12 local sheriff's department. Her agency fired
13 her. They said, hey, you're causing a strain
14 in our relationship with the sheriff's
15 department. They fired her and it was
16 upheld. No, social media is a big deal.

17 SHERIFF MCGUFFEY: And, you
18 know, your household, your friends, those are
19 the people that reflect upon you. I've been
20 very careful my entire career about that.
21 And I've had to -- I've had to release some
22 people because, A, you're not going to act
23 like that and be around me or be associated
24 with me. It just ain't going to happen.

25 So I hope that your wife will

Sheriff McGuffey

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1 support your career. I don't care if she
2 likes me or not. If she's holding a grudge
3 on that incident, let her know I don't even
4 remember it. It's just a lot of baggage
5 she's carrying around. I'm not carrying it.
6 It makes no difference to me. You know,
7 whatever happened, I did what I thought at
8 the time, and if the somebody lied to create
9 that, that's who I would be mad at. But, you
10 know, the issue is, hey, I want you to do
11 well, Jason. That's the message you're
12 leaving here with, honestly. And past
13 administrations, you've lived through it,
14 once you got a black mark on ya, you were
15 done. Just like Art Conley told you, oh,
16 (making noise) I hate that guy. I hate that
17 guy. I hate Joe Schmidt. I hate Kim Snow.
18 Okay. I'll say it right now. I'm not going
19 to put it on Facebook. But they did stuff to
20 me and everybody here. They abused people.
21 That's why I don't like them.

22 DEPUTY DAVIS: Yeah, I remember.

23 SHERIFF MCGUFFEY: You know?

24 But we're not going to do that. That's not
25 the way we want to do things. I want --

Sheriff McGuffey

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1 you're a hard worker. Shit, man, let's grow
2 you. Let's get you moving, you know.
3 Really, Jason. You know, you and I had a bad
4 interaction. I mean, what about all of the
5 good interactions we had?

6 DEPUTY DAVIS: Yeah, for years.

7 SHERIFF MCGUFFEY: For years.

8 DEPUTY DAVIS: I know. So --
9 and I was obviously acting upon something
10 that somebody told me that wasn't true.

11 DEPUTY DAVIS: I get it.

12 SHERIFF MCGUFFEY: So, Chief,
13 where do we go from here?

14 CHIEF DEPUTY GRAMKE: I think
15 I've said my piece. I think you understood.
16 I think you know what to do. I mean, I'm not
17 telling you you're blackballed. You're not.
18 But you -- again, there's consequences. You
19 know, we skipped somebody -- I know you know.
20 We skipped somebody on the corporal. It was
21 the same thing. I mean, except it wasn't
22 social media. It was just the badmouthing
23 was -- you know.

24 You know, the bottom line is, is
25 you work for the agency. There's a level of

Sheriff McGuffey

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1 loyalty that you are -- basically you have to
2 have towards the administration, towards this
3 agency, towards the whole nine yards. You
4 have to have that loyalty. It's part of your
5 job.

6 DEPUTY DAVIS: And I agree. I
7 think I have that.

8 CHIEF DEPUTY GRAMKE: Well,
9 again -- again, I had a guy right behind you
10 that, you know, he didn't make a comment
11 about us not being at a football we didn't
12 know about. He does have a wife who doesn't
13 go on Facebook and talk to crazy people that
14 make horrible memes about the sheriff. So --
15 just you're not blackballed. You can go
16 forward and be successful and -- but we'll
17 see where it goes. I mean, it needs to
18 change.

19 DEPUTY DAVIS: All right.

20 SHERIFF MCGUFFEY: Let's
21 reconvene. Let's talk again in several
22 months and see how you're feeling and see how
23 things are going. And I'm happy to talk to
24 you about if we are going to do another
25 corporal or what it might look like.

Sheriff McGuffey

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1 CHIEF DEPUTY GRAMKE: Right now
2 there's no RENU openings, there's no corporal
3 openings, to my knowledge. Now, I don't know
4 how long that test is good.

5 DEPUTY DAVIS: Which?

6 CHIEF DEPUTY GRAMKE: The
7 corporal.

8 DEPUTY DAVIS: Another year.
9 I'm not too stressed out about the corporal.
10 I mean, my goal has always been to get down
11 to RENU.

12 CHIEF DEPUTY GRAMKE: Yeah, I
13 don't know of any movement down.

14 SHERIFF MCGUFFEY: Well, you
15 never know. There could be. But maybe we --

16 CHIEF DEPUTY GRAMKE: When I
17 tested, my interview for RENU, they said they
18 needed one body and it was Terrell Williams.
19 And I knew he was going to get it because
20 Terrell was Terrell and he got it and I was,
21 oh, well, I'll try the next time. And Jim
22 Bryant walked in and told Keith Crappy
23 (phonetic) to go fuck himself and I was down
24 there the next Thursday. So you never know
25 what can happen.

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1 SHERIFF MCGUFFEY: What can
2 happen in this business. Jason, thank you
3 very much for being honest and coming in and
4 there's -- and keep us up to date on your
5 football team as well.

6 DEPUTY DAVIS: Oh --

7 SHERIFF MCGUFFEY: We try and
8 support that.

9 DEPUTY DAVIS: Like I said,
10 tremendous support this past season. So, I
11 mean, I'm not complaining about any of that
12 or anything else.

13 SHERIFF MCGUFFEY: Okay.
14 Well --

15 DEPUTY DAVIS: So I appreciate
16 it. Thank you for your time.

17 SHERIFF MCGUFFEY: Well, thank
18 you. All right.

19 DEPUTY DAVIS: Thank you.

20 SHERIFF MCGUFFEY: Thank you
21 very much.

22 (Conclusion of meeting.)

23

24

25

Sheriff McGuffey

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1 C E R T I F I C A T E

2 STATE OF OHIO :

3 SS

4 COUNTY OF HAMILTON :

5

6 I, Julie Patrick, do hereby
7 certify that the foregoing transcript was
8 transcribed into typewriting by computer
9 under my supervision, and that the same is
10 true and correct in all respects as
11 transcribed from the audio recording.

12 I further certify that I am
13 not counsel, attorney, relative or employee
14 of any of the parties hereto, or in any way
15 interested in the within action.

16 IN WITNESS WHEREOF, I have
17 hereunto set my hand and Notarial seal on
18 this 29th of April, 2024.

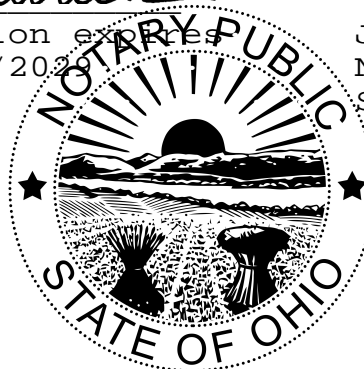
19 
20 My Commission expires 3/13/2025 Julie Patrick
21 Notary Public - State of Ohio

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25



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